



@USNPEOPLE WEEKLY WIRE

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Chief of Naval Personnel

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or find it online at www.navy.mil/cnp

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As we move closer to the new policy implementation and close out the current PFA cycle, here are a few important points:

1. You need to take care of business this cycle.

Sailors who are currently facing administrative separation for three failures in four years have until Dec. 1, 2015, to pass a PFA. If you pass, your failure number will be reset to one and the rest is up to you.

For Sailors with two or more previous failures entering this cycle, you must pass the PFA – prior to Dec. 1, 2015 – or you will not be able to stay in the Navy. Current BCA standards apply since the new policy does not take effect until January. If you're out of standards, you'll be enrolled in FEP.

2. What's new starting Jan. 1, 2016.

We're not lowering standards. We're actually raising the bar. Sailors who can't meet our standards twice in three years will be administratively separated.

BCA changes. We've spent more than a year studying a variety of body composition standards and have decided to adjust BCA limits. These adjustments take age and other factors like muscular body types into consideration. Starting in January, there will be three methods by which to pass the BCA. First, using the current height/weight tables. If Sailors don't meet those standards, they will undergo a single-site abdominal circumference measurement next. If Sailors do not pass the BCA by the first two methods, a body circumference that measures the neck and abdomen for men, and neck, waist, and hips for women will be conducted.

Everyone takes the PRT. The BCA will no longer be the sole determination if Sailors are able to participate in the PRT portion of the PFA. If you're medically cleared to take the PRT, you will. Period.

3. What the future holds.

We're increasing options for Sailors to work out. As part of a pilot program, gym hours in select locations have been expanded so that Sailors have 24/7 access to fitness centers. We hope to expand this program fleet-wide soon.

We're also working to increase CDC hours to give Sailors with children greater flexibility in getting to the gym when and where they can.

Additionally, we're developing a plan to give Sailors who are out of standards greater access to dieticians. This plan also includes establishing healthy-eating pilot studies and providing more support for post-partum Sailors to re-attain or exceed previous fitness goals.

Changes to the PRT. There is a working group looking at potential changes to the test, but we haven't made any decisions yet. When we do, we'll let you know.

PRT Recognition. We're still looking at developing a ribbon that recognizes top PFA performers. Nothing final yet for this either.

Your wellness DOES affect fleet readiness. While we continue to strengthen our commitment to fitness, it's important for all of us to recognize that each of us is responsible for meeting standards and better health.

We appreciate your feedback along the way developing this policy change. It's not perfect, but it's a step in the right direction.

See you in the Fleet.

CNP

2.) Suicide Prevention – We Have the Power and Responsibility to Help / 30 OCT 15 [\[LINK\]](#)

Chief of Naval Personnel

Suicide is a tragedy that the Navy works to address every single day. While we have strengthened prevention and intervention strategies, we can't stop there.

Over the past year, we've aggressively informed Sailors and commands of warning signs, provided prevention tips, and set command climates that support open dialogue and encourage Sailors to seek help.

Last month during Suicide Prevention Month, we launched "1 Small ACT." Preventing suicide, however, is not a momentary action, or something we think about one month out of the year; it's 24 / 7 / 365. It is about breaking barriers and encouraging Sailors to seek help. It's about taking time to care and asking tough questions.

Right now in your division, your office, your department, your ship or your command, there is someone that may need your help, struggling with stress or having thoughts of suicide. Be aware of the following trends and signs:

- Most of our suicides occur among enlisted 20-24 year old Caucasian males
- Relationship problems and transitions are significant contributors with more than 50% of the Sailors who died by suicide in the past three years experiencing relationship problems
- Fall from glory (legal, disciplinary, personal failure, loss of status) continues to be a factor in many suicides
- Death by firearm is the most common method of suicide

Progress will be made one Sailor at a time, one act at a time. Talk to your shipmates, look for these signs. Ask them how they're doing. Open the dialogue. Help those in distress.

Assistance is always available. Call the Military Crisis Line at 1-800-273-TALK (8255), www.militarycrisisline.net or text 838255 for free confidential support 24 / 7.

See you in the Fleet,

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Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- Navy professionals looking to advance their career and get a graduate education at a top school have a new opportunity. The Fleet Scholars Education Program (FSEP) is a talent management initiative that provides education opportunities to select Unrestricted Line (URL) and Information Dominance Corps (IDC) officers, according to NAVADMIN 254/15 released Oct. 29.

The Navy's leadership is investing in the future of their communities by selecting proven, at-sea leaders to participate in FSEP. The program is designed for junior to mid-career officers.

Here is what you need to know:

1. FSEP selectees will attend a graduate school of their choice.

Selectees will be able to choose an accredited graduate school in the continental United States, Alaska or Hawaii to attend for up to 24 months. Distance learning, medical and legal education are not authorized.

2. Community sponsors will be selecting individuals soon and slots are limited.

Community sponsors will make their selections and submit them by Dec. 16. FSEP is usually focused on lieutenant URL and IDC officers. Communities have the following allocations: Aviation, 7; Surface, 7; Submarine, 4; Special Warfare, 3; Expeditionary Combat, 3; IDC, 6.

3. If the Navy has already funded your graduate education, you are not eligible for FSEP.

This does not include officers with advanced degrees they earned using their G.I. Bill, tuition assistance, or Navy College Program for Afloat College Education.

4. If selected for FSEP, apply to multiple schools.

FSEP selectees will be reimbursed for up to three application and transcript fees. Participants must consult the list of schools that already have Education Service Agreements (ESA) on the Naval Postgraduate School (NPS) Civilian Institutions (CIVINS) approved schools website at http://www.nps.edu/Academics/CIVINS/Curricula_ApprovedSchools.html. If your school of choice is not on the list, you must notify the NPS CIVINS office so they can pursue additional ESAs.

5. FSEP participants will incur an active duty service obligation.

Selectees maintain their active duty status while participating in the FSEP and must agree to remain on active duty for three years following graduation or withdrawal from the program. A member who voluntarily or through misconduct fails to complete the active duty time will be required to reimburse the cost of their education received.

For more information, read NAVADMIN 254/15 or visit the NPS CIVINS website at <http://www.nps.edu/Academics/CIVINS/index.html>.

For more news from Chief of Naval Personnel, visit www.navy.mil/local/cnp/.

4.) Sub Leaders Discuss Progress on Integrating Women into Force/ 23 OCT 15

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Sailor issues were on the docket at the annual unclassified gathering of the Silent Service in late October, from the expanding number of female submariners to the resiliency of junior sailors.

Leaders discussed new approaches to handling stress and mental health and their planning as enlisted women enter the submarine fleet over the next year. Some highlights:

Mental health

A submariner is medevaced from their sub every 14 days for mental health issues, an issue the Submarine community is trying to tackle through better access to mental health care, the Atlantic Fleet's top enlisted bubblehead said Oct. 22.

Mental health issues account for about 30 percent of the unplanned losses — where sailors leave the fleet for reasons other than normal rotation or temporary assigned duty, Force Master Chief Wes Koshoffer said.

It's a trait that is pronounced among the millennial generation now populating the lower ranks, with most losses among sailors E-1 to E-6.

"I'm a fan of millennials all day long: They are smart, capable, driven — they are getting the job done," Koshoffer said. "But there is a flaw in the system, and that's this millennial phenomenon that the reaction to discipline, failure or rejection, generally [elicits] a response disproportionate to what you would expect."

Setbacks and challenges can cause tumult, even suicidal thoughts for younger sailors.

"A first breakup with a girlfriend, maybe they fail a qualification board and they've never failed anything before ... and the first words out of their mouths are 'I'm going to kill myself.'"

The force is trying to get ahead of the problem by improving crisis lines and making sure sailors aren't stigmatized for reporting mental health issues, an important step toward lowering the Navy's suicide toll.

"We cannot rewire an entire generation, but we can adjust, we can change the environment," he said.

Fleet areas now have an embedded mental health professional who works with chaplains to better address the issues.

"We've trained ourselves on how to react, we don't overreact," he said. "We take them off the ship, get them help ... and when we get the 'go' signal from a mental health professional, we get them right back in the force instead of overreacting and having them as a loss forever."

Women on subs

The first four enlisted women passed the intensive basic enlisted submarine course Oct. 16, Koshoffer said, bringing the integration of enlisted women on subs this year one step closer.

The women will join the Blue and Gold crews of the guided-missile submarine Michigan, where berthings are being modified to accommodate them.

The sub force is reviewing its policies around relationships between submariners, Koshoffer said, citing a few couples who met in "A" school and who are now in advanced training together.

"The sum total of the plan to integrate enlisted women into submarines, we are revising our instruction that was — no kidding — 49 pages long of excruciating detail on what you wear on the treadmill and how you manage the head. The instruction just ought to read: We will treat each other with dignity and respect because we are professionals.

"We have a fraternization policy and until we cross those lines, proceed."

The videotaping of women officers undressing on board the ballistic missile submarine Wyoming was alluded to during the junior officer panel.

Lt. Cmdr. Krysten Ellis, a supply officer who served on a submarine, told the audience that she thought the Silent Service could integrate enlisted women but that setbacks are likely.

"The sub force has always been able to adapt," Ellis said. "Obviously things happened when women were integrated. ... When enlisted women integrate, they'll have a plan, they'll execute it and some bumps will happen. They'll recover from those bumps and good things will happen. I don't have any doubts the sub force will be able to adapt."

Naval Reactors controversy

The selection of Adm. John Richardson to be the chief of naval operations has been a sore point in the retired submarine community, who were concerned that his leaving the eight-year Naval Reactors job after just three years sets a precedent that could undermine nuclear safety.

If NR becomes a landing pad for rising four stars, the thinking goes, then the Reactors boss could be thinking about follow-on military commands instead of overseeing the Nuclear Navy and its largely spotless safety record.

At the conference, one audience member asked Adm. Frank Caldwell, the new NR head, if he would serve his entire term so he "won't have to worry about his fitness reports or any of that BS."

"I think the answer to that is the Navy and the nation sees value in this eight-year tour," Caldwell replied. "There is a lot in this program that is significant, and there is value in having continuity of leadership. And I think what's been indicated to me is a commitment to preserve this as we go ahead."

Also during the answers, the Reactors boss said the force was looking at upping its capabilities against ships, by adding an anti-ship missile.

"I think it's something we need to consider and move out on," he said. "We are looking at that and we are taking some steps to deliver that to the submarine force."

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